

Minutes of the meeting of BICC Executive Committee held on Monday, March 27, 1972 at BICC Headquarters.

#### PRESENT

Tommy Mann  
Marie Gonzalez  
William L. Hoffmann  
John S. Clarkson  
George Wibecan  
George Birmingham  
Stanley Gosowski  
Jules H. Lozowick  
Rafael Lozada  
Marshall Wolf

William Wilson  
Henry Boardman  
Joseph Denehan  
Roland E. Stewart  
Richard Proctor  
Henry Amador  
Joseph Partenhimer  
Barbara Parker

The meeting was called to order at 6:20p.m. by co-chairman Jules Lozowick.

#### EXECUTIVE DIRECTORS REPORT

The Director reporting on the employment functions of the BICC, what it is and where it's going during 1972, and using a blackboard for his outline, took the Executive Committee through a typical day of a BICC Vocational Analyst, or Job Counselor. Showing what they do and what responsibilities they have to BICC. The Director stated that each V.A. is responsible for one satellite program, which are conducted in the morning or evening at Bell Telephone, Mutual Benefit, Prudential, and Rutgers. The V.A. counsels the applicant, follows the client through the training course and places him/her in a job or into other training. The Vocational Analyst or Counselors are also involved with community organizations having input and bringing information back to BICC. Some meetings attended by the V.A.'s are Beth Israel Health Council, Newark Postal Academy, State Employment Service Job Mart, Planned Parenthood, Mayor's Task Force on Veteran Employment, South Side School Within a School, and Camps to name a few.

Mr. Stewart gave a complete computer breakout, naming the Newark City Welfare, the Skills Center, Whippany Paper Box Co., Fords Northeast as some clients who have used the BICC computer service. He reported that assistance has been given to some 40 clients in resume preparation. Typing tests and points on good grooming and appearance are also some BICC services. Mr. Stewart reported, that during 1971, 69 job profiles were obtained and analyses written up on special projects done for TEAM, and the Skills Center. The Director stated that in the English as a Second Language class there are 9 applicants attending at present. Reporting statistical data Mr. Stewart said that 1,050 applicants had come through BICC's doors in 1971, and 1600 interviews have been given. Time had been spent with 287 applicants that couldn't be assisted for one reason or another, and that the majority of the 287 were mostly Puerto Rican. Of the 1600 that came in, only 29% were referred to employment and 9% were referred to training, and 62% were not referred to employment or training, which is a large amount of people. Some of the reasons are; couldn't be assisted, did not return after application, or took SICL and did not return for analysis. That 287 or 18% of applicants that BICC couldn't do anything for were for reasons such as; a prison record, very low preference or experience to employment, needed immediate employment, drug or arrest history, reluctance to travel, inadequate salary, limited ability, and functional illiteracy.

Mr. Henry Rodriguez, commenting on Mr. Stewart's report said, he was sure that the people he was referring to BICC was among those 287 persons or 18% who couldn't be assisted. Mr. Rodriguez stated the need for a Spanish speaking counselor to service the Puerto Rican population that use the BICC services. He also requested a listing of the 18% who could not be assisted. Mr. Rodriguez also asked if BICC had a Spanish counselor in its employ. Mr. Stewart replied no.

Marie Gonzalez remarked that something definite must be done by BICC to get a Puerto Rican employee, since BICC had promised to get one sometime ago. She replied that Puerto Ricans will consume more if they have a Puerto Rican person servicing them.

Richard Proctor answering Mrs. Gonzalez and Mr. Rodriguez said their points were well taken, and that action would be taken. He stated that the available secretary/receptionist position should be abolished and a Puerto Rican Job Developer be hired within the next 4 to 6 weeks. A motion to hire a Puerto Rican Counselor was made by Mr. Proctor, and seconded by Marie Gonzalez.

Mr. Losowick replied BICC may have to reduce its staff in order to hire a Puerto Rican person. Hank Boardman wanted to know if there was any organization that could lend BICC a Puerto Rican person to help clear up the unbalanced situation, until funds can be acquired to hire this person. Dick Proctor said in nine years there hasn't been one Puerto Rican employee at BICC that lasted more than 4 months.

Joe Denehan reported that BICC was operating on a deficit, and really couldn't afford to hire another person. Richard Proctor said that if the Board could find \$5,000 to pay the other non-Puerto Rican person recently hired by BICC, they could find another \$6,000 for a Puerto Rican Counselor.

Mr. Rodriguez stated that the Puerto Rican members attending the meetings were very unhappy with the fact that BICC does not employ a Puerto Rican, and threatened to discontinue coming if the situation is not resolved. He replied, how can BICC go into companies requesting the employment of Puerto Ricans when it doesn't even have one in its own employ.

Mr. Rodriguez said that BICC must hire a Puerto Rican in the next 3-6 weeks or a press release charging BICC with discrimination would be sent to the newspapers, and BICC would be hit hard.

Mr. Hoffmann asked if anything had happened to help BICC's financial situation. Mr. Losowick said Mr. Partenheimer was out trying to raise money, other than that nothing, but something is being worked on with Automatic Data Processing. Mr. Denehan reported that at the end of this year with BICC present staff, BICC would be 64,000 in debt. If BICC closes shop now, it would be in debt only 15,000, and if it runs to the end of July it will be 30,000 in debt barring no additional income.

Mr. Losowick stated he didn't know what could be done. BICC is practically up to date in paying its bills. Mr. Wolf suggested that funds may be acquired from Schumann Foundation to help alleviate the debts. That maybe Schumann would carry the salary and fringe benefits for a Puerto Rican employee. It was then put to a motion by Richard Proctor to hire a Puerto Rican Vocational Analyst within the next 4-6-weeks regardless of funds. It was seconded by George Wibecan and Marie Gonzalez.

Mr. Losowick asked for a show of hands of all in favor of the motion. The majority ruled, with four in opposition. Mr. Clarkson asked that it be placed on record the names of those members opposed to the motion. They are as follows; George Birmingham, John Clarkson, Bill Wilson, and William Hoffmann.

Mr. Wolf said he personally would not be satisfied until BICC had at least 3-4 Puerto Ricans in its employ, and an affirmative action program should be set up post-haste in BICC. Reports should be required monthly and the next person hired by BICC should be Puerto Rican.

Mr. Hoffman suggested a fund raising program, or a restricted fund for this specific person, or go to some of the BICC companies requesting X amount of money for this specific person. Joe Denehan said he could appreciate the viewpoint of the Puerto Rican members request for a Puerto Rican Job Developer in BICC, even if there is no money. He said we already have people on board we don't have money for, so BICC is inconsistent anyway.

Mr. Birmingham reminded the members who voted in favor of the motion, and whose names are on the incorporation papers, to think about what they had voted for. Signees are legally responsible for debts of the corporation.

Discussion on the matter was closed.

The Executive Directors report was distributed, which contained written information as Mr. Stewart had orally given.

TREASURERS REPORT

Mr. Denehan reporting, said BICC has gotten over its semi-monthly burden to meet the payroll. The \$4,700 from ADP has been received and deposited. BICC will just get by making the payroll for April if some delay is made in paying some Bills. Our current level of spending will exceed our income at the end of the year somewhere upwards of \$35,000. BICC really doesn't have long to find additional funds or make some kind of adjustment, reported Mr. Denehan.

Marshall Wolf proposed a deadline be set to get financially set for the balance of the year. He suggested the finance committee chaired by one of the co-chairmen put into session plans to be worked on post-haste to either jell the organization with its present staff or with additional staff, or to come back with recommendations of what we're going to do. Mr. Wolf said now is the time to throw away old solutions and look at new ones.

Jules Lozowick stated the finance chairman was setting up a flow chart of all BICC involvements that would show where we're in trouble, and where we have to get money. Or when BICC should close its doors. But some decisions are going to have to be made money or no money said Mr. Lozowick.

Joe Denehan continuing his report stated, administration salaries monthly run in the area of \$6,000 and funding received from the Chamber is \$4,800, making a deficit every month of \$1,200. \$3,600 in employment salaries alone is funded to the extent of 1/3 or less funded, making a deficit of \$4,000 in that area. BICC is indebt internally by using restricted monies.

Richard Proctor suggested as a follow-up to Mr. Wolf's suggestion, to set up a meeting with Proctor, Wolf, Lozowick, Sylvester Hart, and Partenhelmer to discuss alternatives for fund raising and getting things moving within 2 months.

Mr. Wolf made a motion to have plans set for balancing income and expenses for 1972 by the second Board meeting hence, to raise money to handle the staff we have, or enlarge the staff, or make a decision to foldup shop or cut back. Mr. Wolf said he would like to see the finance committee meeting every other week, until such time the problem is resolved. The motion was seconded and voted in favor of. The first meeting is scheduled for April 3, at 4:00 before the General Meeting at Vail Hall. (Finance Committee)

Mr. Lozowick asked Mr. Birmingham if the books had been audited, he replied they had, but they hadn't been returned to him as yet. Mr. Stewart will follow-up getting the books back.

EDUCATION COMMITTEE

Mr. Partenhelmer reporting said the World of Finance was being worked on, and that the educators agreed to hire the 2 men from Ohio to come here as consultants.

BROCHURE

Mr. Lozowick stated a letter had been sent to Bill Mercer, asking him to please let him know when the brochure would be completed. It is still being worked on was his answer. Mr. Proctor commenting, said Mr. Mercer had 2 excellent possibilities to help raise funds to complete the brochure, even beyond printing money.

TASK FORCE

Tom Mann reporting said a meeting was scheduled for next week.

ADP-PDS

Richard Proctor stated a number of meetings had been held with ADP, and a check has been secured, and that a number of things had been agreed upon. Such as, (1) allowing them to come in and interview the BICC staff, to see how effectively we can work together, (2) allow them to talk to the Board about getting job orders for the job bank, (3) it was agreed to get to company representatives and say BICC would like to send two ADP personnel into their companies to get JOCL's to go into the BICC job bank.

EMPLOYMENT

Tom Mann reported on the meetings between the Urban League and BICC, involving Mr. Mann, Mr. Phillips from the Urban League and Tom Boykin and Mr. Stewart from BICC, to see what the two agencies can do jointly or inter-changingly to help one another. There will be monthly meetings.

Meeting adjourned at 8:20p.m..

Respectfully submitted  
Barbara Parker

P.R.

Read By Lane